

**TENTATIVE AGREEMENT
BY AND BETWEEN THE
SANTA BARBARA COMMUNITY COLLEGE DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SANTA BARBARA
CITY COLLEGE CHAPTER #289**

This Tentative Agreement (TA), is entered into by and between the Santa Barbara Community College District (District) and the California School Employees Association and its Santa Barbara City College Chapter #289 (CSEA or Association).

Article 15: EVALUATIONS

15.1 All unit members shall be evaluated by the unit member's immediate supervisors in accordance with the following schedule:

15.1.1 Probationary unit members shall be evaluated ~~at least~~ at the beginning of the fourth (4th), eighth (8th), and the eleventh (11th) month of service.

After attaining permanency, evaluations will comply with 15.1.2 regardless of permanency date.

15.1.2 Permanent unit members shall be evaluated at least annually: ~~once each twelve (12) month period.~~

a. The annual evaluation period shall be July 1 through June 30 of the previous year.

b. Annual evaluations for the previous year are to be completed between July 1 and September 30 of each year.

c. Annual evaluations for the previous year are due to Human Resources no later September 30 of each year.

d. A special evaluation may be administered if applicable to assess performance.

15.1.3 Promotions - at least at the beginning of the fourth (4th) and sixth (6th) month of service

15.2. The evaluation shall indicate whether the unit member has achieved the standard of work performance required. The evaluation shall include a discussion between the employee unit member and the unit member's immediate supervisor regarding the unit member's performance during the evaluation period, ~~personal~~ professional development, and progress toward goals, if any, established at the previous evaluation meeting or as of initial employment. The evaluation shall be completed on the form developed by CSEA and the District (Appendix D).

15.3 Each unit member shall be given a copy of the completed evaluation form prepared by the unit member's supervisor regarding the unit member's progress, at the time the evaluation is administered. Copies of the completed evaluation shall be available to the area Vice President, department head, and shall be available to the Superintendent, and the Board of Trustees on a need to know basis. A The completed copy of the evaluation shall be forwarded in a timely manner to Human Resources. ~~Submission to Human Resources should not be delayed by unit member delay or refusal to sign the completed evaluation.~~


15.4 The unit member shall have the right to review and respond to any evaluation prepared pursuant hereto.

15.5 The signature of the unit member on the evaluation form is not ~~shall not necessarily be~~ construed as ~~to mean~~ agreement with the contents of the evaluation report.

Updated Appendix D: Evaluation Form is attached.

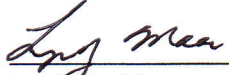
This Tentative Agreement is subject to ratification by Chapter 289 and the approval of the CSEA and the Santa Barbara Community College District Board.

FOR THE ASSOCIATION:


Elizabeth Auchincloss
Chapter President
Chapter #289


Mark Moore
Labor Relations Representative
California School Employees Association

FOR THE DISTRICT:


Lynesay Maas
Vice President
Santa Barbara Community College District

6/19/19
Date